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THE ARMSTRONG LABORATORY AVIATION PERSONALITY SURVEY (ALAPS): NORMING AND CROSS-VALIDATION

Paul D. Retzlaff
Joseph D. Callister
Raymond E. King

AEROSPACE MEDICINE DIRECTORATE
CLINICAL SCIENCES DIVISION
NEUROPSYCHIATRY BRANCH
2507 Kennedy Circle
Brooks Air Force Base, TX 78235-5117
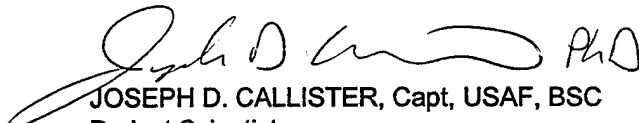
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This technical report has been reviewed and is approved for publication.

JOSEPH D. CALLISTER, Capt, USAF, BSC
Project Scientist

DANIEL L. VAN SYOC, Lt Col, USAF, MC, CFS
Acting Chief, Clinical Sciences Division

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Paul D. Retzlaff
Joseph D. Callister
Raymond E. King

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)
Armstrong Laboratory
Aerospace Medicine Directorate
Clinical Sciences Division, Neuropsychiatry Branch
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The Armstrong Laboratory Aviation Personality Survey (ALAPS) was developed to better psychologically assess aircrew. The 15 scales cover personality, psychopathology, and crew interaction styles. This work provides additional psychometric data in support of its use. A sample of over 1000 male and female student pilots provide thorough norming, additional evidence of reliability, and further construct validity.

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CONTENTS

TABLES

Table Number

Appendices
----

iii

PREFACE

SUMMARY

The Armstrong Laboratory Aviation Personality Survey (ALAPS):
Norming and Cross-validation.

The Armstrong Laboratory Aviation Personality
Survey (ALAPS) was developed to better psychologically assess
aircrew. The 15 scales cover personality, psychopathology, and
crew interaction styles. This work provides additional
psychometric data in support of its use. A sample of over 1000
male and female student pilots provide thorough norming,
additional evidence of reliability, and further construct
validity.

The Armstrong Laboratory Aviation Personality Survey (ALAPS):
Norming and Cross-validation.

INTRODUCTION

The psychological assessment of pilots through testing has a
long history with many valuable contributions (Hormann & Maschke,
1996; Dolgin & Gibb, 1988; Picano, 1991; Retzlaff & Gibertini,
1987; Retzlaff and Gibertini, 1988; Flynn, Sipes, Grosenbach, and
Ellsworth, 1994; Siem, 1992; King, 1994; King and Flynn, 1995;
King, Retzlaff, and McGlohn, in press). Traditional
psychological tests, however, are of less than optimal value when
applied to the assessment of aviator's personality,
psychopathology, and interpersonal interaction.

There are a few specialized tests used for pilot and astronaut
selection. They, however, are not published and hence tend to be
obscure. Often they have no standardized administration form, manual,
or psychometric data. Tests must have established norms,
reliabilities, and validities in order to be properly evaluated.

ALAPS DESCRIPTION

The purpose of the Armstrong Laboratory Aviation Personality
Survey (ALAPS; Retzlaff, King, McGlohn, and Callister, 1996) is
to provide an inventory with appropriate scales, established
norms, high reliability, and solid validities for the aviation
industry. The ALAPS was developed using the domain theory test
construction model (Nunnally, 1978). This model uses most other
construction approaches in a systematic and integrative manner.
It includes, in appropriate order, clinical content development,
internal statistical homogeneity item selection, and, finally,
validity estimate establishment. A sample of 200 student pilots
served in the developmental sample. The outcome of these
procedures (see Appendix A) included 15 scales each with 16
items.

Format The ALAPS is a 240 item test (see Appendix B). The
subject is requested to respond in a "true" or "false" manner as
each item applies to the subject. The test usually takes between
20 and 30 minutes to complete. The test may be used in paper-
and-pencil format or by computer administration.

Scales There are 15 scales divided into personality,
psychopathology, and crew interaction categories. The
Personality scales include Confidence, Socialness,
Aggressiveness, Orderliness, and Negativity. The Psychopathology
scales include Affective Lability, Anxiety, Depression, and
Alcohol Abuse. Finally, the Crew Interaction scales include
Dogmatism, Deference, Team Oriented, Organization, Impulsivity,
and Risk Taking.

Personality Scales:

CONFIDENCE: High scorers view themselves as highly capable,

intelligent, and talented. This can include the negative
elements of arrogance, manipulation, and condescension.
Clinically these traits may suggest narcissism.

SOCIALNESS: High scorers are extremely social and outgoing.
They enjoy others and are socially comfortable. They see
themselves as friendly and charming. Clinically this may
include elements of histrionic personality.

AGGRESSIVENESS: High scorers are assertive to the point of
being aggressive. They take strong stands and tolerate little
criticism. They are verbally and emotionally combative. This
quality probably does not rise to the level of antisocial
personality.

ORDERLINESS: High scorers are orderly in a behavioral and
environmental way. Their lives are structured and neat. They
are methodical and disciplined. This may clinically rise to the
level of compulsive personality disorder.

NEGATIVITY: High scorers are angry, negative, and cynical.
They are socially punitive and not pleasant to be around.
Clinically this may rise to the level of negativistic or passive-
aggressive personality.

Psychopathology Scales:

AFFECTIVE LABILITY: High scorers are generally emotional and
reactive. They can be situationally anxious, depressed, and
frightened. Moods are seen as changing quickly with little
provocation. Affect is volatile.

ANXIETY: High scorers are chronically anxious. They worry and
brood. The anxiety interferes with their lives and occupational
functioning.

DEPRESSION: High scorers are depressed. Problems include
dysphoric affect as well as the cognitive and vegetative symptoms
of depression. They report being pessimistic, unhappy, and
guilty. Extreme elevations may include clinical major
depression.

ALCOHOL ABUSE: High scorers like to drink, drink a great deal,
and get intoxicated. Functioning is impaired and there may be
social and occupational problems.

Crew Interaction Scales:

DOGMATISM: High scorers believe what they believe is always
correct and are not open to change. They are authoritarian
interpersonally. They are intolerant of other people, ideas, and
actions.

DEFERENCE: High scorers are deferent to a fault. They are
submissive and quiet. They concentrate on their job and are

uncomfortable questioning the status quo.

TEAM ORIENTED: High scorers enjoy and believe in teamwork.
They value the team effort and team rewards. They do not enjoy
working alone and may be inefficient when working alone.

ORGANIZATION: High scorers are systematic and organized. They
coordinate and plan all elements of a project. They think things
through thoroughly.

IMPULSIVITY: High scorers act first and think second. They
often act and talk without sufficient forethought. They see
themselves as spontaneous. Others may be less generous in their
assessment.

RISK TAKING: High scorers enjoy danger and risk. New activities
and situations are not frightening. They are adventurous,
unafraid, and fun-loving. They are not necessarily impulsive
about their activities; their actions may be calculated and
include a rational appreciation of the inherent danger.

Purpose: The intent of the current work is to provide additional
evidence of reliability and validity for the ALAPS. Further,
with a large sample better norming is possible.

METHOD

Subjects: A total of 1131 student pilots volunteered to take
part in this study. Of this number, 124 were female and 1007
were male. The average age of the subjects was 22.6 (sd=2.9).

Procedure: All subjects were tested during Enhanced Flight
Screening (King and Flynn, 1995; Callister and Retzlaff, 1996).
Approximately 40% of the subjects were tested at the United
States Air Force Academy and the rest at Brooks Air Force Base
during their time at the Hondo, TX, facility. The Hondo facility
provides screening for those having received commissioning
through Officer Training School, Reserve Officer Training Corps,
the Air National Guard, and the Air Force Reserve.

NORMING

Table 1 provides the means, standard deviations, and ranges
for all 1131 subjects for each of the 15 ALAPS scales. As can be
seen, most means are relatively in the middle of the ranges. The
notable exceptions are the clinical scales such as Anxiety and
Depression. While these traits are relatively uncommon in the
population, there were subjects who endorsed most, if not all, of
the items given the range statistics. Additionally, the standard
deviations show reasonable distribution of scores and resolution
of the sample.

Table 2 includes the descriptive statistics for the male and
female subjects individually. T-tests were conducted to
determine gender differences. Males were found to have higher

4

Confidence and Dogmatism scores. Females had higher Affective Lability, Anxiety, and Depression scores. Perhaps surprisingly, scales such as Aggressiveness and Risk Taking showed no gender differences.

Percentile transformations by gender are provided in Tables 3 and 4. Percentile within the normative sample may be found by crossing the scale name row with the raw score column. For example, a male subject with a raw score of 2 on the Confidence scale would be at the 1st percentile of the normative sample. This subject would probably have a problem with confidence. A subject with a raw score of 15 on the Alcohol Abuse scale would be in the top 99th percent of the sample. This subject would be exhibiting a very high level of alcohol use and be of great clinical concern.

RELIABILITY

Internal consistencies for both the developmental and current samples are presented in Table 5. Here Cronbach alphas have been calculated for each scale. In general, it is necessary to have internal consistencies at least in the .70's and preferably in the .80's (Nunnally, 1978). There has been little change in the reliabilities across the two samplings. For the current sample of 1131, none are below .70 and 9 of the 15 scales are .80 or above. The median reliability for the construction sample was .82 and for the cross-validation sample the median is .83.

INTERNAL CONSTRUCT VALIDITY

Table 6 provides the first validity analysis. This univariate intercorrelation matrix of the 15 scales indicates the degree of scale co-variance and overlap. It is desirable to have scales with relatively low intercorrelations to ensure scale specificity. Scales with higher correlations should be theoretically similar in content.

Across the matrix it is apparent that there is not undue scale overlap. Scales are relatively specific. Scales that are correlated are of similar content vein. The highest correlation in the matrix is between Orderliness and Organization. Again, this is appropriate in that those two dimensions are similar. Orderly individuals tend also to be organized. The .77 correlation for these two scales, however, is probably higher than is desirable. Other than that correlation, there are no intercorrelations in the .60's and only 3 in the .50's.

Table 7 is a principal components analysis of the 15 ALAPS scales. This is done to determine the underlying dimensionality of the scales. The eigenvalues relatively cleanly suggest a four factor solution. The first factor appears to be an affective factor with Negativity, Affective Lability, Anxiety, and Depression loading highly. The second factor encompasses the shared variance in the Confidence, Aggressiveness, and Risk Taking scales. The third factor includes the highly correlated

5

Orderliness and Organization scales. Finally, the fourth factor is a social factor with Socialness and Team Oriented scales. In general, this is a very interpretable underlying factor structure. This and the univariate correlations suggest the ALAPS scales are internally valid.

EXTERNAL CONSTRUCT VALIDITY

This cross-validation sample was also administered the NEO-PI-R (Costa & McCrae, 1992). Correlations between the ALAPS scales and the five main NEO-PI-R scales are found in Table 8. The first NEO-PI-R scale, Neuroticism, is correlated with the affect oriented ALAPS scales, Negativity, Affective Lability, Anxiety, and Depression. The Extraversion scale is correlated with the ALAPS Socialness scale at a very high level and to a lesser degree the ALAPS Team Oriented scale. The Openness NEO-PI-R scale taps a subject's openness to new experiences. It has no high correlations with ALAPS scales. It has a modest negative correlation with the ALAPS Dogmatism scale which makes sense. The Agreeableness scale negatively correlates with the ALAPS Aggressiveness, Confidence, and Dogmatism scales. Finally, the Conscientiousness scale correlates highest with the Organization and Orderliness scales and negatively with the Impulsivity scale. In general, these correlations are logical and of appropriate magnitude. These data support the external construct validity of the ALAPS scales.

Tables 9 through 13 provide the correlations between the ALAPS scales and the 30 subscales of the NEO-PI-R. Each of the 5 main NEO-PI-R scales have 6 subscales of similar but more focal content. These correlations provide a more narrow analysis of the construct validity of the ALAPS scales. In Table 9, it should be noted that the highest correlation with the NEO-PI-R Anxiety scale is with the ALAPS Anxiety scale. The highest correlation with Angry is with Negativity. The highest correlation with the NEO-PI-R Depression scale is with the ALAPS Depression scale. The NEO-PI-R Self-Conscious scale has no peer on the ALAPS. The Impulsive scale, again, has the highest correlation with the ALAPS Impulsiveness scale. Vulnerable has no complement in the ALAPS.

Similar convergence can be seen in the other tables whenever scales have similar names. For example, in Table 13 the NEO-PI-R Order scale correlates highest with the ALAPS Order scale. Indeed, the correlation here is .68 which is typical of these convergent validities and very strong. Again, construct validity for most of the ALAPS scales is seen.

As a multivariate approach to the external construct validity, a principal components analysis was done using the five main NEO-PI-R scales and the ALAPS scales. Table 14 shows the five factor solution. Factor One nicely encompasses the neurotic and affective elements of the two tests. Factor Two is an aggressive dimension with negative loadings for the NEO-PI-R Agreeableness scale and positive for the ALAPS Confidence and

6

Aggressive scales. Factor Three includes the NEO-PI-R Conscientiousness scale as well as the ALAPS Orderliness and Organization scales. Impulsivity on the ALAPS has a negative loading on this factor. The fourth factor has the Extraversion NEO-PI-R scale and high loadings on the ALAPS Socialness and Team Oriented scales. Finally, factor Five is anchored by the NEO-PI-R Openness scale and has negative loadings on the ALAPS Dogmatism and Deference scales. In summary, this is a remarkably clean factor solution and supportive of the ALAPS dimensions.

In summary, the psychometrics of the ALAPS continue to be very strong. The scales are highly internally consistent and, as such, highly reliable. The cross-sample validity estimates against the NEO-PI-R are high and appropriate. These psychometric statistics are highly supportive of the utility of the ALAPS.

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8

Table 1

ALAPS Norms

Scale	MEAN	SD	Range
PERSONALITY (BEHAVIORAL STYLES)			
CONFIDENCE	9.55	3.08	0-16
SOCIALNESS	12.46	3.41	0-16
AGGRESSIVENESS	9.28	3.02	0-16
ORDERLINESS	12.11	3.43	0-16
NEGATIVITY	5.64	3.29	0-16
PSYCHOPATHOLOGY (COPING STYLES)			
AFFECTIVE LABILITY	5.37	4.15	0-16
ANXIETY	2.84	3.71	0-16
DEPRESSION	2.01	2.76	0-15
ALCOHOL ABUSE	7.04	4.15	0-16
CREW INTERACTION (INTERPERSONAL STYLES)			
DOGMATISM	5.90	3.08	0-16
DEFERENCE	6.36	2.79	0-15
TEAM ORIENTED	11.85	3.81	0-16
ORGANIZATION	12.52	3.36	0-16
IMPULSIVITY	7.34	3.65	0-16
RISK TAKING	12.17	2.96	0-16

note: N=1131.

Table 2

Means and Standard Deviations for Males and Females with T-tests.

Scale	Males		Females			
	MEAN	SD	MEAN	SD	t	p
PERSONALITY (BEHAVIORAL STYLES)						
CONFIDENCE	9.71	3.06	8.27	2.97	4.93	.0000*
SOCIALNESS	12.53	3.34	11.87	3.87	2.05	.0407
AGGRESSIVENESS	9.34	3.00	8.81	3.19	1.85	.0639
ORDERLINESS	12.14	3.41	11.83	3.56	0.95	.3396
NEGATIVITY	5.59	3.22	6.02	3.80	-1.39	.1632
PSYCHOPATHOLOGY (COPING STYLES)						
AFFECTIVE LABILITY	5.10	4.01	7.49	4.67	-6.14	.0000*
ANXIETY	2.73	3.63	3.75	4.27	-2.90	.0038*
DEPRESSION	1.91	2.68	2.80	3.23	-3.38	.0007*
ALCOHOL ABUSE	7.07	4.20	6.78	3.74	0.74	.4615
CREW INTERACTION (INTERPERSONAL STYLES)						
DOGMATISM	6.06	3.08	4.64	2.75	4.90	.0000*
DEFERENCE	6.42	2.78	5.90	2.87	1.96	.0501
TEAM ORIENTED	11.95	3.74	11.06	4.27	2.45	.0144
ORGANIZATION	12.50	3.40	12.65	3.06	-0.46	.6421
IMPULSIVITY	7.32	3.69	7.44	3.40	-0.34	.7327
RISK TAKING	12.22	2.93	11.78	3.17	1.56	.1178
N=	1007		124			

Note: * denotes significance at .0100 or less with 1129 degrees of freedom.

10

Table 3

ALAPS Percentile Conversion Table for Males.

Raw Score

Scale	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
CONFID	<	<	1	3	5	10	16	25	34	45	57	69	81	89	96	99	>
SOCIAL	<	<	1	2	4	5	7	10	13	18	23	29	37	47	64	85	>
AGGRES	<	<	1	3	6	10	17	27	39	53	65	76	85	91	95	99	>
ORDERC	<	1	2	3	5	7	9	11	13	18	24	31	42	56	72	91	>
NEGATI	5	10	19	28	40	51	63	72	81	88	93	96	98	99	>	>	>
AFFECT	8	21	33	43	54	62	69	73	78	83	87	91	93	96	99	>	>
ANXIET	38	55	65	72	77	81	85	88	91	93	95	96	97	98	99	>	>
DEPRES	38	61	75	83	87	91	93	94	96	97	98	99	>	>	>	>	>
ALCOHO	9	15	20	25	29	35	42	49	60	69	77	84	89	95	98	99	>
DOGMAT	1	5	11	21	33	48	60	71	80	87	91	94	96	98	99	>	>
DEFERE	1	3	7	14	25	40	54	68	79	87	92	95	98	99	>	>	>
TEAMOR	<	1	2	3	5	8	12	16	20	25	30	36	42	53	67	86	>
ORGANI	<	<	1	3	4	6	8	10	13	17	23	30	38	49	65	83	>
IMPULS	2	5	9	17	25	34	43	53	63	72	80	85	90	93	96	99	>
RISKTA	<	<	<	1	2	3	5	8	11	17	24	35	45	60	75	91	>

note: N=1007

Table 4

ALAPS Percentile Conversion Table for Females.

Scale								Raw Score									
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
CONFID	<	1	3	8	12	18	26	40	52	64	77	85	92	98	99	>	>
SOCIAL	<	<	1	3	7	10	12	19	24	27	28	36	43	52	65	87	>
AGGRES	1	2	3	7	10	16	20	32	41	62	75	80	90	91	94	99	>
ORDERC	1	2	3	4	6	8	11	13	17	19	24	33	48	65	76	90	>
NEGATI	7	11	21	26	40	47	63	68	73	79	84	89	96	97	98	99	>
AFFECT	4	11	18	24	33	38	47	56	57	64	69	76	82	89	90	95	>
ANXIET	26	44	56	61	69	74	78	82	85	87	89	90	93	97	98	99	>
DEPRES	22	44	65	73	81	83	89	91	92	94	95	96	97	98	99	>	>
ALCOHO	4	9	17	23	31	37	46	52	67	75	83	88	94	97	99	>	>
DOGMAT	4	10	23	39	52	67	78	86	89	93	98	99	>	>	>	>	>
DEFERE	2	4	9	19	32	52	67	74	81	87	93	95	97	99	>	>	>
TEAMOR	1	2	3	6	8	14	16	26	32	36	42	45	50	60	66	89	>
ORGANI	<	1	2	3	4	5	6	7	10	11	18	30	40	54	68	83	>
IMPULS	2	3	7	11	18	32	44	52	62	72	81	90	93	95	98	>	>
RISKTA	<	<	<	1	2	3	5	11	21	27	30	38	51	65	78	89	>

note: N=124

Table 5

ALAPS Scale Internal Consistencies.

Scale	Development Sample	Cross-Validation Sample
CONFID	.71	.73
SOCIAL	.85	.83
AGGRES	.73	.73
ORDERC	.83	.84
NEGATI	.74	.75
AFFECT	.85	.86
ANXIET	.86	.90
DEPRES	.76	.83
ALCOHO	.89	.87
DOGMAT	.73	.75
DEFERE	.75	.73
TEAMOR	.84	.87
ORGANI	.83	.84
IMPULS	.82	.81
RISKTA	.80	.76

Note: Alpha is a Cronbach Alpha internal consistency (reliability) statistic.

Table 6

ALAPS Intercorrelation Matrix

	CON	SOC	AGG	ORD	NEG	AFF	ANX	DEP	ALC	DOG	DEF	TEA	ORG	IMP	RIS
CONFID	-														
SOCIAL	29	-													
AGGRES	55	16	-												
ORDERC	02	-00	-00	-											
NEGATI	-01	-31	34	-04	-										
AFFECT	-22	-03	05	-06	42	-									
ANXIET	-32	-13	-03	09	39	54	-								
DEPRES	-30	-27	-06	-08	48	49	53	-							
ALCOHO	12	20	17	-14	09	14	06	05	-						
DOGMAT	22	-13	37	07	43	10	20	13	08	-					
DEFERE	-21	-21	-25	21	05	01	17	18	-12	08	-				
TEAMOR	-02	48	-07	01	-28	-01	-06	-17	02	-31	-10	-			
ORGANI	07	02	00	77	-18	-21	-06	-23	-15	-02	12	05	-		
IMPULS	14	16	27	-35	25	33	12	15	29	11	-18	00	-42	-	
RISKTA	30	19	27	-19	04	01	-10	-04	25	01	-23	01	-17	42	-

Note: Decimals omitted.

14

Table 7

ALAPS Factor Structure

Rotated Factor Loadings

	FACTOR1	FACTOR2	FACTOR3	FACTOR4	H2
CONFID	-0.362	0.750	0.096	-0.044	0.705
SOCIAL	-0.088	0.373	0.034	0.744	0.702
AGGRES	0.039	0.824	0.081	-0.164	0.714
ORDERC	0.051	-0.011	0.909	0.035	0.830
NEGATI	0.598	0.287	-0.048	-0.499	0.692
AFFECT	0.817	0.044	-0.122	0.075	0.690
ANXIET	0.824	-0.105	0.115	-0.041	0.704
DEPRES	0.737	-0.164	-0.141	-0.238	0.645
ALCOHO	0.223	0.397	-0.202	0.217	0.295
DOGMAT	0.233	0.452	0.171	-0.541	0.580
DEFERE	0.186	-0.380	0.287	-0.226	0.312
TEAMOR	0.004	-0.025	0.062	0.800	0.644
ORGANI	-0.159	-0.010	0.884	0.089	0.815
IMPULS	0.338	0.471	-0.513	0.121	0.613
RISKTA	-0.038	0.539	-0.328	0.139	0.418
Accounted for Variance	2.669	2.523	2.203	1.970	9.365
%	18	17	15	13	62

Note: H2 are the communalities which are the sum of the squared
loadings for each variable. This statistic summarizes the quality
of the solution's "fit" for each variable. For the purpose of
scree analysis, the first 6 Eigenvalues are 3.125, 2.771, 1.976,
1.493, 0.876, and 0.816.

Table 8

Correlations Between ALAPS and NEO-PI-R Summary Scales.

	N Neuroticism	E Extraversion	O Openness	A Agreeableness	C Conscientiousness
CONFID	-.426	.206	-.023	-.526	.154
SOCIAL	-.222	.638	.059	.028	-.079
AGGRES	-.081	.122	-.056	-.644	.167
ORDERC	.172	-.056	-.192	-.017	.547
NEGATI	.441	-.268	-.042	-.387	-.012
AFFECT	.621	.133	.229	.030	-.132
ANXIET	.610	-.013	-.047	.031	.045
DEPRES	.443	-.204	.079	.103	-.204
ALCOHO	.042	.227	.040	-.243	-.205
DOGMAT	.158	-.042	-.331	-.456	.112
DEFERE	.172	-.184	-.223	.182	.038
TEAMOR	-.054	.392	.010	.192	-.089
ORGANI	-.015	-.063	-.181	-.025	.607
IMPULS	.118	.384	.125	-.186	-.467
RISKTA	-.150	.271	.140	-.190	-.159

Table 9

Correlations between ALAPS and NEO-PI-R Neuroticism Facet Scales.

	N1 Anxiety	N2 Angry	N3 Depression	N4 Self-Consc	N5 Impulsive	N6 Vulnerable
CONFID	-.386	.042	-.396	-.447	-.037	-.432
SOCIAL	-.133	-.121	-.247	-.230	.020	-.159
AGGRES	-.094	.381	-.107	-.233	.136	-.237
ORDERC	.095	.066	-.014	.079	-.155	.009
NEGATI	.347	.540	.444	.249	.312	.221
AFFECT	.489	.406	.527	.363	.405	.409
ANXIET	.630	.342	.491	.437	.255	.377
DEPRES	.375	.183	.571	.365	.224	.326
ALCOHO	.102	.184	.043	-.011	.292	.035
DOGMAT	.104	.375	.096	.091	.195	-.014
DEFERE	.151	-.029	.155	.191	-.049	.181
TEAMOR	.025	-.118	-.067	-.026	.008	.035
ORGANI	-.066	-.028	-.163	-.078	-.291	-.104
IMPULS	.080	.213	.140	.032	.509	.123
RISKTA	-.209	.005	-.080	-.161	.174	-.147

Table 10

Correlations between ALAPS and NEO-PI-R Extraversion Facet Scales.

	E1 Warmth	E2 Gregarious	E3 Assertive	E4 Activity	E5 Excitement	E6 Positive
CONFID	.003	.172	.512	.411	.229	.103
SOCIAL	.571	.692	.432	.271	.324	.406
AGGRES	-.115	.062	.474	.343	.196	-.044
ORDERC	-.025	-.038	.109	.135	-.078	-.011
NEGATI	-.372	-.305	-.115	-.105	-.051	-.347
AFFECT	.046	.009	-.121	-.041	.032	.096
ANXIET	-.046	-.086	-.156	-.041	-.056	-.082
DEPRES	-.140	-.222	-.308	-.289	-.091	-.222
ALCOHO	.022	.204	.062	.030	.292	.072
DOGMAT	-.213	-.161	.062	.063	.021	-.127
DEFERE	-.111	-.153	-.301	-.194	-.143	-.135
TEAMOR	.389	.561	.170	.033	.182	.220
ORGANI	.004	-.011	.180	.176	-.066	.011
IMPULS	.112	.143	.072	.091	.299	.165
RISKTA	.068	.098	.172	.243	.405	.137

Table 11

Correlations between ALAPS and NEO-PI-R Openness Facet Scales.

	O1 Fantasy	O2 Aesthetics	O3 Feelings	O4 Actions	O5 Ideas	O6 Values
CONFID	-.071	-.109	-.024	.050	.099	-.022
SOCIAL	.080	.072	.185	.182	.055	.074
AGGRES	-.037	-.098	.058	-.035	.000	-.013
ORDERC	-.207	-.056	-.027	-.183	-.053	-.176
NEGATI	.051	-.046	.087	-.183	-.047	-.063
AFFECT	.302	.253	.493	-.060	.044	.078
ANXIET	.084	.018	.181	-.185	-.107	-.073
DEPRES	.135	.097	.105	-.132	-.003	.041
ALCOHO	.132	.043	.093	.034	-.048	.206
DOGMAT	-.076	-.268	-.026	-.367	-.172	-.390
DEFERE	-.124	-.085	-.131	-.281	-.184	-.167
TEAMOR	.001	.068	.093	.105	.004	.063
ORGANI	-.254	-.088	-.102	-.106	-.037	-.116
IMPULS	.295	.097	.219	.134	.000	.127
RISKTA	.162	.093	.069	.209	.117	.067

Table 12

Correlations between ALAPS and NEO-PI-R Agreeable Facet Scales.

	A1 Trust	A2 Straightforward	A3 Altruism	A4 Compliance	A5 Modesty	A6 Tender
CONFID	-.079	-.361	-.252	-.355	-.538	-.216
SOCIAL	.221	-.081	.233	.007	-.149	.114
AGGRES	-.291	-.429	-.379	-.618	-.370	-.259
ORDERC	-.018	.058	.054	.017	-.020	-.001
NEGATI	-.491	-.261	-.379	-.373	-.071	-.192
AFFECT	-.073	-.042	-.003	-.103	.072	.112
ANXIET	-.122	-.003	-.023	-.047	.112	.061
DEPRES	-.146	.004	-.054	.006	.182	.102
ALCOHO	-.073	-.232	-.106	-.246	-.157	-.142
DOGMAT	-.303	-.266	-.303	-.376	-.312	-.301
DEFERE	.012	.147	.030	.159	.142	.066
TEAMOR	.205	.076	.213	.134	.075	.137
ORGANI	.018	.064	.069	.046	-.050	-.022
IMPULS	-.025	-.242	-.097	-.194	-.124	.008
RISKTA	.043	-.168	-.020	-.186	-.139	-.029

Table 13

Correlations between ALAPS and NEO-PI-R Conscientiousness Facet Scales.

	C1 Competence	C2 Order	C3 Dutifulness	C4 Achievement	C5 Discipline	C6 Deliberation
CONFID	.299	.070	.097	.298	.220	-.085
SOCIAL	.129	-.042	-.017	.126	.086	-.097
AGGRES	.123	.049	.020	.243	.118	-.145
ORDERC	.234	.683	.287	.320	.337	.355
NEGATI	-.261	-.037	-.164	-.118	-.218	-.185
AFFECT	-.305	-.112	-.239	-.160	-.267	-.261
ANXIET	-.226	.021	-.102	-.031	-.166	-.054
DEPRES	-.355	-.140	-.215	-.314	-.322	-.108
ALCOHO	-.090	-.124	-.200	-.077	-.119	-.297
DOGMAT	.034	.049	-.043	.043	-.075	-.083
DEFERE	-.112	.087	.061	-.105	-.047	.151
TEAMOR	.015	-.053	-.003	.028	.034	-.003
ORGANI	.359	.679	.374	.416	.487	.444
IMPULS	-.326	-.267	-.368	-.227	-.337	-.731
RISKTA	-.043	-.130	-.061	.037	-.036	-.348

Table 14

Factor Solution for ALAPS and NEO-PI-R Summary Scales.

Rotated Factor Loadings

	FACTOR1	FACTOR2	FACTOR3	FACTOR4	FACTOR5
N	0.845	-0.094	0.118	-0.031	-0.056
E	0.019	0.121	-0.116	0.852	0.032
O	0.118	-0.155	-0.082	-0.038	0.851
A	0.037	-0.842	-0.035	0.131	0.076
C	-0.029	0.157	0.837	-0.129	0.089
CONFID	-0.400	0.703	0.075	0.157	0.106
SOCIAL	-0.172	0.107	-0.007	0.823	0.096
AGGRES	0.010	0.839	0.061	0.060	0.107
ORDERC	0.108	0.013	0.845	0.075	-0.179
NEGATI	0.598	0.449	-0.113	-0.378	-0.061
AFFECT	0.830	0.031	-0.121	0.107	0.190
ANXIET	0.809	-0.034	0.050	0.008	-0.151
DEPRES	0.692	-0.081	-0.224	-0.260	-0.041
ALCOHO	0.146	0.325	-0.274	0.296	0.025
DOGMAT	0.221	0.603	0.009	-0.186	-0.453
DEFERE	0.166	-0.276	0.106	-0.147	-0.586
TEAMOR	-0.071	-0.239	0.048	0.686	0.030
ORGANI	-0.108	0.002	0.872	0.079	-0.096
IMPULS	0.284	0.362	-0.574	0.303	0.132
RISKTA	-0.074	0.403	-0.295	0.231	0.312
Variance	3.310	3.096	2.804	2.461	1.543
%	17	15	14	12	8

Note: Total percentage of variance accounted for is 66%. The first 8 Eigenvalues were 3.670, 3.430, 2.880, 1.968, 1.266, 0.877, 0.793, and 0.689.

22

Appendix A

ALAPS Items within Scales with False Keyed Items Denoted by (F).

Confidence (Narcissism)
----
01. I am very good at just about everything.
02. I do almost everything extremely well.
03. Sometimes I act in a fairly arrogant manner.
04. I will probably become one of the very best in my career.
05. Sometimes I take advantage of others.
06. I live by my own ideas.
07. Some people think of me as conceited and egotistical.
08. I'm probably smarter than most people.
09. I have a great deal of confidence.
10. People think of me as fairly humble.(F)
11. I am modest when I speak of my accomplishments.(F)
12. I am self-conscious in groups of people.(F)
13. I wish that I had more self-confidence.(F)
14. I get embarrassed easily.(F)
15. Others seem more sure of themselves than I am.(F)
16. I think that I lack "backbone" in some situations.(F)

Socialness
----
01. I fit in to new groups of people easily.
02. I have many friends.
03. I need to be around people.
04. I like to flirt.
05. People see me as friendly and talkative.
06. I am charming.
07. I can make new friends easily.
08. I like to socialize with everyone at work.
09. I like parties.
10. I spend most of my time with other people.
11. I am a pretty social person.
12. I am pretty much of a loner.(F)
13. I feel uncomfortable in a lot of social situations.(F)
14. I try to keep to myself.(F)
15. I am not very talkative.(F)
16. I really feel uncomfortable at parties.(F)

Aggressiveness
----
01. I tend to argue with people.
02. I like to "get even" when others deserve it.
03. Others tend to be too submissive.
04. I like to stand up for myself.
05. Sometimes, I am too blunt with others.
06. Some people think that I am too pushy.
07. I have threatened others when necessary.
08. Nobody is going to walk all over me.
09. You have to stand up for yourself most of the time.

10. I am fairly assertive.
11. I am aggressive.
12. If I am annoyed by someone, I will let them know.
13. I will fight for what I want.
14. I cooperate with everyone.(F)
15. Life is too short to fight with people.(F)
16. I wish that I were more assertive.(F)

Orderliness (Compulsivity)
----
01. I like things to be orderly.
02. Order is important in my life.
03. Everything should be in its place.
04. I like a very clean place.
05. Clutter bothers me.
06. I am pretty neat and orderly.
07. I am tidy.
08. I like to be disciplined in my life.
09. I am a very consistent person.
10. I just like to clean.
11. I am fairly methodical.
12. Schedules keep me on track.
13. I like a lot of structure in what I do.
14. I am perfectionistic.
15. I am very conscientious about everything.
16. I am pretty messy by nature.(F)

Negativity (Passive-Aggression)
----
01. I can be a little negative about people.
02. I tend to get cynical about life.
03. I grumble about things.
04. I can be pretty hard on other people.
05. Others tend to get more than they deserve.
06. Too many get ahead without working.
07. People don't really understand me.
08. Others tend to criticize me.
09. I can get touchy.
10. People just irritate me sometimes.
11. Life can be disillusioning.
12. I am an optimist.(F)
13. Things always work out in the end.(F)
14. People tell me that I am a very positive person.(F)
15. I treat everyone nicely.(F)
16. The world is generally a good place.(F)

Affective Lability
----
01. My moods tend to vary a great deal.
02. My moods tend to go up and down.
03. I can be pretty emotional.
04. I can get pretty excited when things start happening fast.
05. At times things scare me.
06. Sadness can strike me pretty quickly.
07. I am an emotional person.
08. My emotions can get the better of me.
09. My emotions sometimes carry me away.
10. I am emotionally more sensitive than most.
11. Things like tests scare me.
12. Sometimes, I wish my moods were more controlled.
13. Nobody has ever called me "moody".(F)
14. My emotions are rock solid.(F)
15. I am not a very emotional person.(F)
16. I am a very calm person.(F)

Anxiety
----
01. I am anxious much of the time.
02. I am more anxious than most people.
03. I worry about things a lot.
04. I spend too much time being anxious.
05. I wish I were as calm and cool as some of my friends.
06. I have been very tense lately.
07. The stress in my life is making me anxious.
08. I am just a worrier.
09. I worry about things long after they are over.
10. Sometimes I get so anxious I have trouble thinking.
11. Anxiety at times gets in my way.
12. I get nervous more than I should.
13. I could work better if I weren't so anxious.
14. People say that I get too nervous.
15. My nerves have gotten the better of me.
16. Being nervous is just part of me.

Depression
----
01. I feel sad a lot lately.
02. I am not sleeping well due to stress.
03. I am feeling guilty about things.
04. My energy is down.
05. I am finding it difficult to concentrate.
06. My appetite isn't what it used to be.
07. I tend to just sit and stare.
08. I feel helpless sometimes.
09. I feel pretty pessimistic about the future.
10. I didn't used to be this depressed and blue.
11. Little excites me these days.
12. My friends think that I am depressed.
13. I used to be a lot happier.

14. I wish that I were more happy than I am.
15. I used to be a happier person.
16. I find some things just very depressing.

Alcohol Abuse
----
01. I like to drink alcohol.
02. I have drunk more than my share of beer.
03. Drinking is all right while you are young and healthy.
04. I like to drink at a favorite place.
05. When I'm not working, I like to drink beer.
06. There have been times when I should have cut down on my drinking.
07. Drinking wine is good for the soul.
08. I have done things while drunk that I regret.
09. I have drunk so much on occasion that I have passed out.
10. I worry about getting a drunk driving ticket.
11. I do not drink alcohol.(F)
12. I dislike the taste of alcohol.(F)
13. I don't like to be around people who drink.(F)
14. Drinking is not for me.(F)
15. Alcohol is not attractive to me.(F)
16. I could live the rest of my life never having another drink.(F)

Dogmatism (Authoritarianism)
----
01. I like people who are different from me. (F)
02. I size people up pretty quickly.
03. My way to do things is usually best.
04. I prefer to talk with people who pretty much agree with me.
05. I know who I like very quickly after meeting them.
06. I find it difficult to tolerate people I don't like.
07. Some people have pretty stupid beliefs.
08. I accept most everyone regardless of beliefs or ideas. (F)
09. I am always open to new ideas. (F)
10. People think of me as open-minded and flexible. (F)
11. Frankly, I am a little intolerant of other people and their ideas.
12. I have been accused of being narrow-minded.
13. A lot of people need help figuring life out.
14. I like to hear many other approaches to doing things.(F)
15. I am open to all new approaches to accomplishing projects.(F)
16. Too much compromise is for losers.

Deference (Submissiveness)
----
01. I do what I am told.
02. Who ever is in charge is in charge.
03. The boss is always right.
04. I keep my mouth shut on the job to avoid trouble.
05. I defer to those in charge.
06. My job is to do what is expected of me.
07. I usually don't express my opinions to my boss.
08. I don't usually question those in charge.

09. I am comfortable just doing my job.
10. I don't question leaders.
11. It isn't my job to question others work.
12. I concentrate only on my own job.
13. Everyone should concentrate on their own job.
14. I like to question authority.(F)
15. I prefer not to be the boss.
16. I like it when someone else takes charge.

Team Oriented
----
01. It takes a team to get most things done.
02. I prefer to work in a team.
03. I prefer to work alone.(F)
04. I work best alone.(F)
05. I am most efficient working alone.(F)
06. People I work with often get in the way.(F)
07. Team work is always important.
08. A team orientation at work is important.
09. I am independent in my work.(F)
10. I like to bounce work ideas off others.
11. I like group projects.
12. I prefer to work with others.
13. I like to share the work and the credit with others.
14. My best ideas come when working with others.
15. It takes a team to win.
16. I like to have others around when I work.

Organization
----
01. I am an organized person.
02. Others say that I organize things well.
03. Organization is one of my strengths.
04. I like to plan things out.
05. I like to have a schedule for each day.
06. I am fairly methodical about my work.
07. I like a good system to get things done.
08. I tend to lose things.(F)
09. I am a little disorganized.(F)
10. I get a little absent minded. (F)
11. I often must look for things that I have mislaid.(F)
12. I am fairly methodical day to day.
13. I have a list of things "to do" each day.
14. I have a system to get most things done.
15. I do everything as thoroughly as possible.
16. Projects should always be well coordinated.

Impulsivity
----
01. I am a little impulsive.
02. I tend to act too quickly on things sometimes.
03. I often talk before I think.
04. I have gotten in trouble for blurting things out.
05. I am a little hasty sometimes.
06. I am spontaneous.
07. I have done foolhardy things.
08. I am not a very cautious person.
09. I wish I thought things through a little better.
10. I am a little too impetuous.
11. I like to think thoroughly before acting.(F)
12. I like to be completely sure before I act. (F)
13. I do nothing without thinking first.(F)
14. People say that I am too impulsive.
15. I am more spontaneous than most of my friends.
16. I like to do things on the spur of the moment.

Risk Taking
----
01. I like to take risks.
02. I am pretty cautious in life.(F)
03. I am fairly wary of risky situations.(F)
04. I am unafraid of hurting myself.
05. You can't go through life afraid of danger.
06. Dangerous situations just aren't worth the risk.(F)
07. I tend to like dangerous hobbies.
08. I have placed myself in danger in the past.
09. I would like to be a skydiver.
10. I think it would be fun to be a race car driver.
11. I like to drive fast.
12. I like adventurous hobbies.
13. I would like sports like rock climbing.
14. I avoid activities with risk involved.(F)
15. I am likely to try almost anything once.
16. I'll accept some risk as long as there's the chance I'll have fun.

Appendix B

ALAPS Items in Test Format

  1. I am very good at just about everything.
  2. I fit in to new groups of people easily.
  3. I tend to argue with people.
  4. I like things to be orderly.
  5. I can be a little negative about people.
  6. My moods tend to vary a great deal.
  7. I am anxious much of the time.
  8. I feel sad a lot lately.
  9. I like to drink alcohol.
 10. I like people who are different from me.
 11. I do what I am told.
 12. It takes a team to get most things done.
 13. I am an organized person.
 14. I am a little impulsive.
 15. I like to take risks.
 16. I do almost everything extremely well.
 17. I have many friends.
 18. I like to "get even" when others deserve it.
 19. Order is important in my life.
 20. I tend to get cynical about life.
 21. My moods tend to go up and down.
 22. I am more anxious than most people.
 23. I am not sleeping well due to stress.
 24. I have drunk more than my share of beer.
 25. I size people up pretty quickly.
 26. Who ever is in charge is in charge.
 27. I prefer to work in a team.
 28. Others say that I organize things well.
 29. I tend to act too quickly on things sometimes.
 30. I am pretty cautious in life.
 31. Sometimes I act in a fairly arrogant manner.
 32. I need to be around people.
 33. Others tend to be too submissive.
 34. Everything should be in its place.
 35. I grumble about things.
 36. I can be pretty emotional.
 37. I worry about things a lot.
 38. I am feeling guilty about things.
 39. Drinking is all right while you are young and healthy.
 40. My way to do things is usually best.
 41. The boss is always right.
 42. I prefer to work alone.
 43. Organization is one of my strengths.
 44. I often talk before I think.
 45. I am fairly wary of risky situations.
 46. I will probably become one of the very best in my career.
 47. I like to flirt.
 48. I like to stand up for myself.
 49. I like a very clean place.
 50. I can be pretty hard on other people.

51. I can get pretty excited when things start happening fast.
52. I spend too much time being anxious.
53. My energy is down.
54. I like to drink at a favorite place.
55. I prefer to talk with people who pretty much agree with me.
56. I keep my mouth shut on the job to avoid trouble.
57. I work best alone.
58. I like to plan things out.
59. I have gotten in trouble for blurting things out.
60. I am unafraid of hurting myself.
61. Sometimes I take advantage of others.
62. People see me as friendly and talkative.
63. Sometimes, I am too blunt with others.
64. Clutter bothers me.
65. Others tend to get more than they deserve.
66. At times things scare me.
67. I wish I were as calm and cool as some of my friends.
68. I am finding it difficult to concentrate.
69. When I'm not working, I like to drink beer.
70. I know who I like very quickly after meeting them.
71. I defer to those in charge.
72. I am most efficient working alone.
73. I like to have a schedule for each day.
74. I am a little hasty sometimes.
75. You can't go through life afraid of danger.
76. I live by my own ideas.
77. I am charming.
78. Some people think that I am too pushy.
79. I am pretty neat and orderly.
80. Too many get ahead without working.
81. Sadness can strike me pretty quickly.
82. I have been very tense lately.
83. My appetite isn't what it used to be.
84. There have been times when I should have cut down on my drinking.
85. I find it difficult to tolerate people I don't like.
86. My job is to do what is expected of me.
87. People I work with often get in the way.
88. I am fairly methodical about my work.
89. I am spontaneous.
90. Dangerous situations just aren't worth the risk.
91. Some people think of me as conceited and egotistical.
92. I can make new friends easily.
93. I have threatened others when necessary.
94. I am tidy.
95. People don't really understand me.
96. I am an emotional person.
97. The stress in my life is making me anxious.
98. I tend to just sit and stare.
99. Drinking wine is good for the soul.
100. Some people have pretty stupid beliefs.

101. I usually don't express my opinions to my boss.
102. Team work is always important.
103. I like a good system to get things done.
104. I have done foolhardy things.
105. I tend to like dangerous hobbies.
106. I'm probably smarter than most people.
107. I like to socialize with everyone at work.
108. Nobody is going to walk all over me.
109. I like to be disciplined in my life.
110. Others tend to criticize me.
111. My emotions can get the better of me.
112. I am just a worrier.
113. I feel helpless sometimes.
114. I have done things while drunk that I regret.
115. I accept most everyone regardless of beliefs or ideas.
116. I don't usually question those in charge.
117. A team orientation at work is important.
118. I tend to lose things.
119. I am not a very cautious person.
120. I have placed myself in danger in the past.
121. I have a great deal of confidence.
122. I like parties.
123. You have to stand up for yourself most of the time.
124. I am a very consistent person.
125. I can get touchy.
126. My emotions sometimes carry me away.
127. I worry about things long after they are over.
128. I feel pretty pessimistic about the future.
129. I have drunk so much on occasion that I have passed out.
130. I am always open to new ideas.
131. I am comfortable just doing my job.
132. I am independent in my work.
133. I am a little disorganized.
134. I wish I thought things through a little better.
135. I would like to be a skydiver.
136. People think of me as fairly humble.
137. I spend most of my time with other people.
138. I am fairly assertive.
139. I just like to clean.
140. People just irritate me sometimes.
141. I am emotionally more sensitive than most.
142. Sometimes I get so anxious I have trouble thinking.
143. I didn't used to be this depressed and blue.
144. I worry about getting a drunk driving ticket.
145. People think of me as open-minded and flexible.
146. I don't question leaders.
147. I like to bounce work ideas off others.
148. I get a little absent minded.
149. I am a little too impetuous.
150. I think it would be fun to be a race car driver.

151. I am modest when I speak of my accomplishments.
152. I am a pretty social person.
153. I am aggressive.
154. I am fairly methodical.
155. Life can be disillusioning.
156. Things like tests scare me.
157. Anxiety at times gets in my way.
158. Little excites me these days.
159. I do not drink alcohol.
160. Frankly, I am a little intolerant of other people and their ideas.
161. It isn't my job to question others work.
162. I like group projects.
163. I often must look for things that I have mislaid.
164. I like to think thoroughly before acting.
165. I like to drive fast.
166. I am self-conscious in groups of people.
167. I am pretty much of a loner.
168. If I am annoyed by someone, I will let them know.
169. Schedules keep me on track.
170. I am an optimist.
171. Sometimes, I wish my moods were more controlled.
172. I get nervous more than I should.
173. My friends think that I am depressed.
174. I dislike the taste of alcohol.
175. I have been accused of being narrow-minded.
176. I concentrate only on my own job.
177. I prefer to work with others.
178. I am fairly methodical day to day.
179. I like to be completely sure before I act.
180. I like adventurous hobbies.
181. I wish that I had more self-confidence.
182. I feel uncomfortable in a lot of social situations.
183. I will fight for what I want.
184. I like a lot of structure in what I do.
185. Things always work out in the end.
186. Nobody has ever called me "moody".
187. I could work better if I weren't so anxious.
188. I used to be a lot happier.
189. I don't like to be around people who drink.
190. A lot of people need help figuring life out.
191. Everyone should concentrate on their own job.
192. I like to share the work and the credit with others.
193. I have a list of things "to do" each day.
194. I do nothing without thinking first.
195. I would like sports like rock climbing.
196. I get embarrassed easily.
197. I try to keep to myself.
198. I cooperate with everyone.
199. I am perfectionistic.
200. People tell me that I am a very positive person.

201. My emotions are rock solid.
202. People say that I get too nervous.
203. I wish that I were more happy than I am.
204. Drinking is not for me.
205. I like to hear many other approaches to doing things.
206. I like to question authority.
207. My best ideas come when working with others.
208. I have a system to get most things done.
209. People say that I am too impulsive.
210. I avoid activities with risk involved.
211. Others seem more sure of themselves than I am.
212. I am not very talkative.
213. Life is too short to fight with people.
214. I am very conscientious about everything.
215. I treat everyone nicely.
216. I am not a very emotional person.
217. My nerves have gotten the better of me.
218. I used to be a happier person.
219. Alcohol is not attractive to me.
220. I am open to all new approaches to accomplishing projects.
221. I prefer not to be the boss.
222. It takes a team to win.
223. I do everything as thoroughly as possible.
224. I am more spontaneous than most of my friends.
225. I am likely to try almost anything once.
226. I think that I lack "backbone" in some situations.
227. I really feel uncomfortable at parties.
228. I wish that I were more assertive.
229. I am pretty messy by nature.
230. The world is generally a good place.
231. I am a very calm person.
232. Being nervous is just part of me.
233. I find some things just very depressing.
234. I could live the rest of my life never having another drink.
235. Too much compromise is for losers.
236. I like it when someone else takes charge.
237. I like to have others around when I work.
238. Projects should always be well coordinated.
239. I like to do things on the spur of the moment.
240. I'll accept some risk as long as there's the chance I'll have fun.